

Community Pathways Waiver – **REVISED PROPOSAL Draft**

Service Type: Statutory

Service (Name): Supported Employment

Alternative Service Title: **TRANSITIONAL EMPLOYMENT SERVICES**

HCBS Taxonomy:

Check as applicable

☐ Service is included in approved waiver. There is no change in service specifications.

☐ Service is included in approved waiver. The service specifications have been modified.

☒ Service is not included in the approved waiver.

Service Definition:

- A. Transitional Employment services are time limited services to help ~~individuals~~ participants learn skills to work in competitive integrated employment.
1. Teaching methods based on recognized best practices are used such as systematic instruction.
 2. Transitional Employment services provide the participant with opportunities to develop skills related to work in a competitive employment position in an integrated community environment including, but not limited to, learning:
 - a. skills for employment, such as time-management and strategies for completing work tasks;
 - b. socially acceptable behavior in a work environment;
 - c. effective communication in a work environment; and
 - d. self-direction and problem-solving for a work task.
- B. Transitional Employment services includes (1) Facility-Based Employment Supports; (2) Small Group Employment Supports; and (3) Large Group Employment Supports.:
1. Facility-Based employment Employment supports Supports are provided at a fixed site that is, owned, operated, or controlled by a licensed service provider. Facility-based employment supports can include learning and maintaining job skills or social skills and job placement in small or large employment groups.
 2. Small group Group employment Employment supports Supports are provided in groups of between two (2) and eight (8) individuals (including the participant) where the group completes work tasks on a contract-basis. This work may be conducted at another site in the community not owned, operated, or controlled by the licensed provider. The licensed provider is the employer of record and enters into the contract, including enclaves, mobile work crews, and or contract work, on behalf of the group. The small group employment supports can include job placement in the group and learning and maintaining job skills or social skills on the job when the group is between two (2) and eight (8) individuals. The employer of record is traditionally an agency providing supports that is contracted to complete work in the community.

3. Large ~~group~~ Group employment ~~Employment supports~~ Supports are provided in groups of between nine (9) and sixteen (16) individuals (including the participant) where the group completes work tasks on a contract-basis. This work may be conducted at another site in the community not owned, operated, or controlled by the licensed provider. The licensed provider is the employer of record and enters into the contract on behalf of the group. ~~when an individual's employer is a provider of service who is contracted to complete work in the community. The large group employment supports can include job placement in small or large group employment and learning and maintaining job skills or social skills on the job when the group is between nine (9) and sixteen (16) individuals.~~

Service Requirements and Restrictions:

- ~~A. Transitional Employment is an employment service.~~
- ~~B.A. The Transitional Employment S~~ services and supports must be provided in compliance with all applicable federal, State, and local laws and regulations, consistent with the Department of Labor, Workforce Innovations Opportunities Act, and applicable State policies related to wage and hour laws.
- ~~C.B. Individuals~~ Participants must have an employment ~~plan~~ goal within their p ~~Person-~~ e ~~Centered p~~ Plan that outlines how they will ~~to~~ transition to community integrated employment (such as participating in discovery and job development) ~~with the exception of those at the age of and choose retirement.~~
- ~~D.C. An individual's participant's person~~ Person-centered ~~Centered P~~ plan may include a mix of employment and day type services such as Day Habilitation, Community Development Services, Employment Supports ~~Discovery and Customization, and Supported Employment~~ provided ~~at on~~ different times ~~days.~~
- D. Transportation to and from and within this service is included within the Transitional Employment Services. Transportation e-day activities will be provided or arranged by the licensed provider and funded through the rate system. The licensee shall use the mode of transportation which achieves the least costly, and most appropriate, means of transportation for the individual-participant with priority given to the use of public transportation when appropriate.
- E. Prior to accessing DDA funding for this service, all other available and appropriate funding sources, including but not limited to those offered by Maryland's Medicaid State Plan, Division of Rehabilitation Services ("DORS"), State Department of Education, and Department of Human Services, must be explored and exhausted. These efforts must be documented in the individual's file.
- F. To the extent any listed services are covered under the Medicaid State Plan, the services under the waiver will be limited to additional services not otherwise covered under the Medicaid State Plan, but consistent with waiver objectives of avoiding institutionalization.

- ~~E. Transitional Employment Services does not include items or services otherwise available under the individual's private health insurance (if applicable), the Medicaid State Plan, or through other resources.~~
- ~~F. Professional services will only be covered under the waiver if the Program has denied a covered service and the service has been pre-authorized by the DDA.~~
- ~~G. The activities covered by this service are meant to be stepping stones for people to learn skills to work in competitive integrated employment.~~
- ~~H. Service is not available under self-direction model.~~

Specify applicable (if any) limits on the amount, frequency, or duration of this service:

Transitional Employment Services – Facility Based Employment ~~services~~ Services are provided Monday through Friday only.

Transitional Employment services may not exceed a maximum of eight (8) hours per day (including other Community Development, Employment Discovery and Customization and Day Habilitation services).

Transitional Employment Services are limited to 40 hours per week.

Service Delivery Method (check each that applies)

- ☐ Participant Directed as specified in Appendix E
- ☒ Provider Managed

Specify whether the service may be provided by (check all that applies):

- ☐ Legally Responsible Person
- ☐ Relative
- ☐ Legal Guardian

Provider Specifications: (Instructions list the following for each type of provider that can deliver the services):

Provider Category	Provider Type Title
Agency	Licensed DDA Vocational <u>or Supported Employment</u> or Day Habilitation Service Provider

Provider Category: Agency

Provider Type: Licensed DDA Vocational or Supported Employment ~~or Day Habilitation~~
Service Provider

Provider Qualifications License (specify):

License (specify):

Licensed DDA Vocational or Supported Employment ~~or Day Habilitation~~ Service Provider as per COMAR ~~10.22.02 and 10.22.07~~ Chapter 10 Title 22

Certificate (specify):

Other Standard (specify):

Staff must:

1. Be trained on person-specific information (including preferences, positive behavior supports, when needed, and disability-specific information);
- ~~1.~~ 2. Possess current appropriate licenses/certifications and trainings, as required by regulations based on service provided and needs of the person at time of service; and
- ~~2.~~ 3. Successfully pass a criminal background investigation and any other required background checks and credential verifications as provided in Appendix C-2-1a. Staff must possess appropriate licenses/certifications as required by law based on needs of the individual at time of service.

~~Nurses completing the Health Risk Screening Tool (HRST) must complete all required HRST training and be certified.~~

Verification of Provider Qualifications Entity

Responsible for Verification:

- DDA for Provider's license to provide this service
- Provider for individual staff members' licenses, certifications, and training

Frequency of Verification:

- DDA – annual for license
- Provider – prior to service delivery and annually thereafter